

# TRAINING FOR THE NEW INDEPENDENT STATES

An Overview of Activities

October 1993 - May 1999



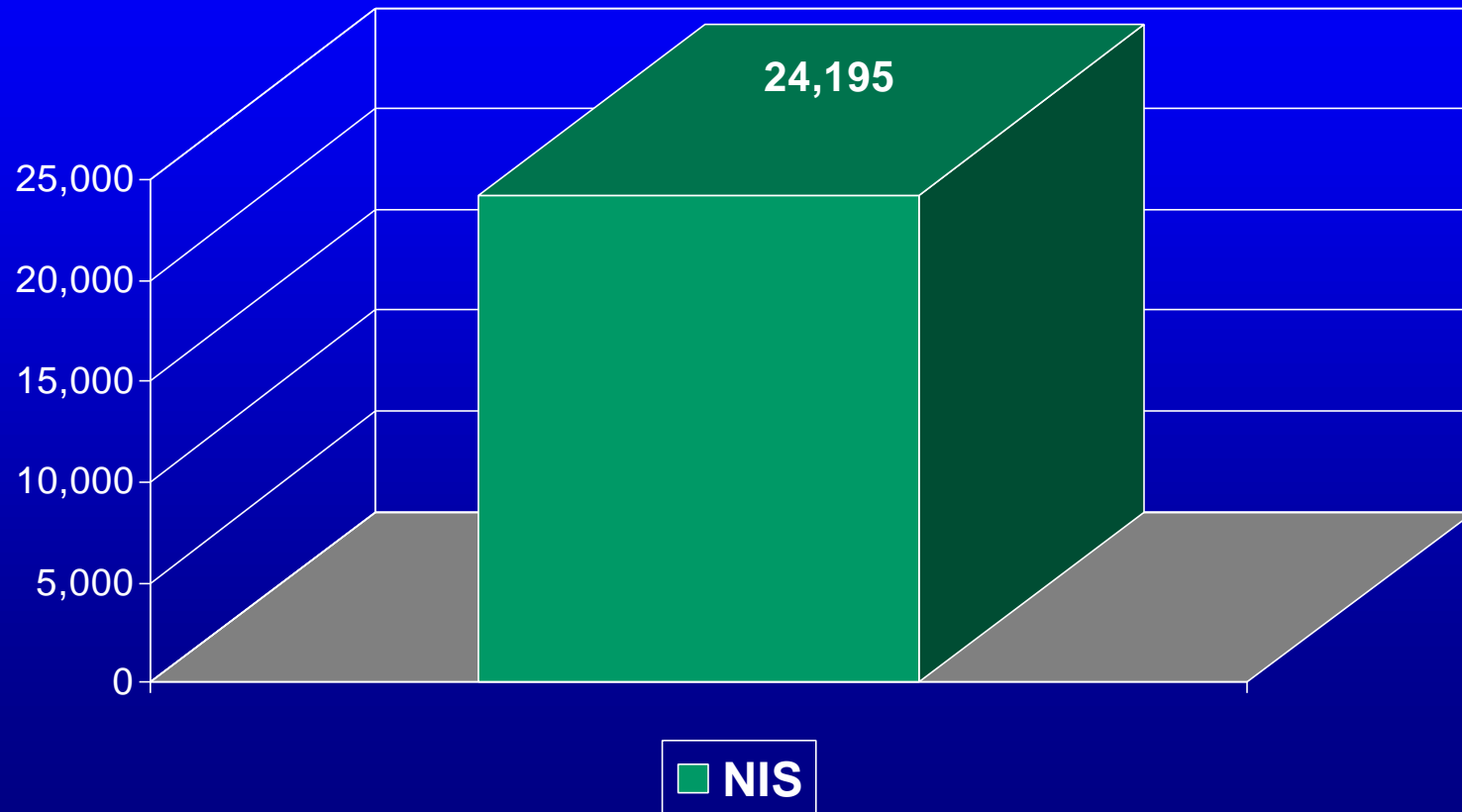
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# NIS Training Levels

(Cumulative Number of Participants  
October 1993 - May 1999)



# Training Levels by Country - NIS (October 1993 - May 1999)



# Where Training Takes Place - NIS (October 1993 - May 1999)

- ✦ United States - 40%  
(9,757)
- ✦ In-country - 56%  
(13,571)
- ✦ Third Countries - 4%  
(867)



# Training By Gender - NIS (October 1993 - May 1999)

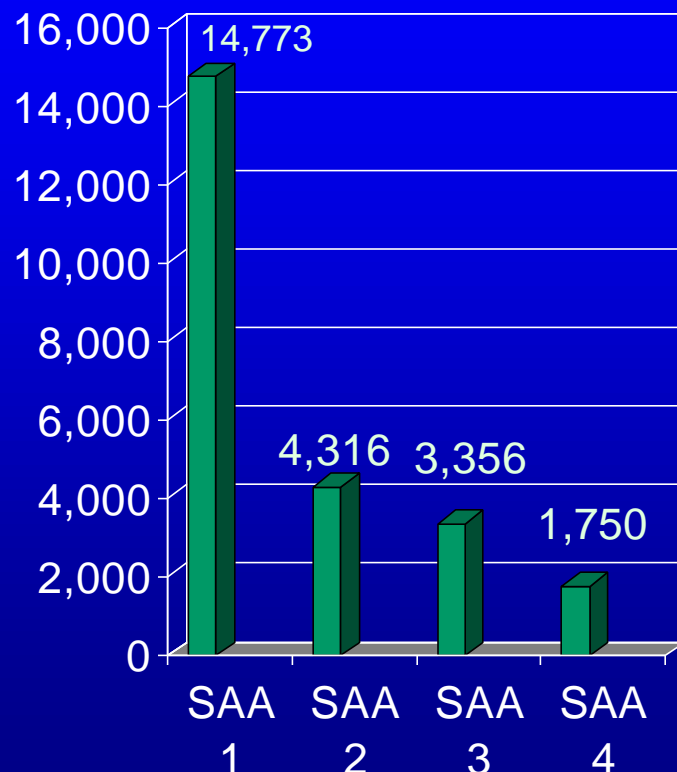
- ✦ 37% of trainees are female
- ✦ 63% of trainees are male
- ✦ 41% of trainees in current fiscal year are female



# Training Offered By Strategic Assistance Area - NIS (October 1993 - May 1999)

## ★ SAA 1 - Economic Restructuring

- ◆ Business Development
- ◆ Banking
- ◆ Energy
- ◆ Housing



## ★ SAA 2 - Democratic Transition

- ◆ Local Government
- ◆ Rule of Law
- ◆ NGO/PVO Development

## ★ SAA 3 - Social Sector Reform

- ◆ Environment
- ◆ Health
- ◆ Pension
- ◆ Social Welfare

## ★ SAA 4 - Special Initiatives and Cross Cutting Programs

- ◆ Exceptional Requests NEC

# NIS Trainees - Where Are They Now?

- ★ Oleksander Omelchenko (Ukraine) received training in local government finance and became the Mayor of the City of Kiev. He was previously Deputy Mayor of construction in Kiev.
- ★ Natalia Korzhova (Kazakhstan) received training on the management of pension systems and was promoted from Head of the Department for Social Protection in the Ministry of Finance to Minister of Labor.

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# NIS Trainees - Where Are They Now? (Cont'd)

- ★ Sharofiddin Zoirov (Tajikistan) received training in legislative system reform and was named to the position of legal advisor to the President.
- ★ Edouard Boure (Russia) received training in public administration and became the Chief Executive Officer of the Russian Privatization Center, having previously been the Deputy Director of the Center.



# Training Contributes To Results

## NIS - Economic Restructuring



### ♦ Armenia

- Training contributed to the adoption of international accounting standards (IAS) and practices for on-site and off-site supervision of commercial banks. The adoption of IAS is a critical element in increasing public confidence in the banking system.

### ♦ Russia

- An NGO named Success was established by a returned USAID participant as a business center for women entrepreneurs offering a wide range of services to women starting their businesses and readjusting to new economic conditions.

### ♦ Central Asian Republics

- A number of regional agreements on shared use of water and energy resources were signed among the republics of Central Asia.

# Training Contributes To Results

## NIS - Democratic Transitions

### ♦ Ukraine

- Concept paper on Administrative Law Reform was completed by the Reform Working Group and was forwarded to the Cabinet of Ministers for their consideration.

### ♦ Kazakhstan

- NGO participated in the drafting of several laws to ensure corporate responsibility and accountability. These laws pertain to consumers' rights, NGO formation, and environmental protection.

### ♦ Armenia

- A new civics curriculum and textbook were developed and are being used in approximately 270 high schools as a tool to instill democratic values in youth.

# Training Contributes To Results

## NIS - Social Sector Reform

### ★ Uzbekistan

- A Maternal and Child Health Care curriculum was developed and is being used throughout the country. Participant worked with the Minister of Health to revise traditional methods of child delivery and infant care.

### ★ Georgia

- In an effort to promote resolutions of the Georgian-Abkhazian conflict, USAID sponsored youth from both areas to a summer camp in the United States. The program was successful in beginning to address behavioral and attitudinal problems of youth victimized by war. It has also been credited with making a significant contribution to peace negotiations in the region by forcing the conflicting politico-ethnic groups to cooperate for the benefit of their children.

# Cross-Border Linkages

## West NIS



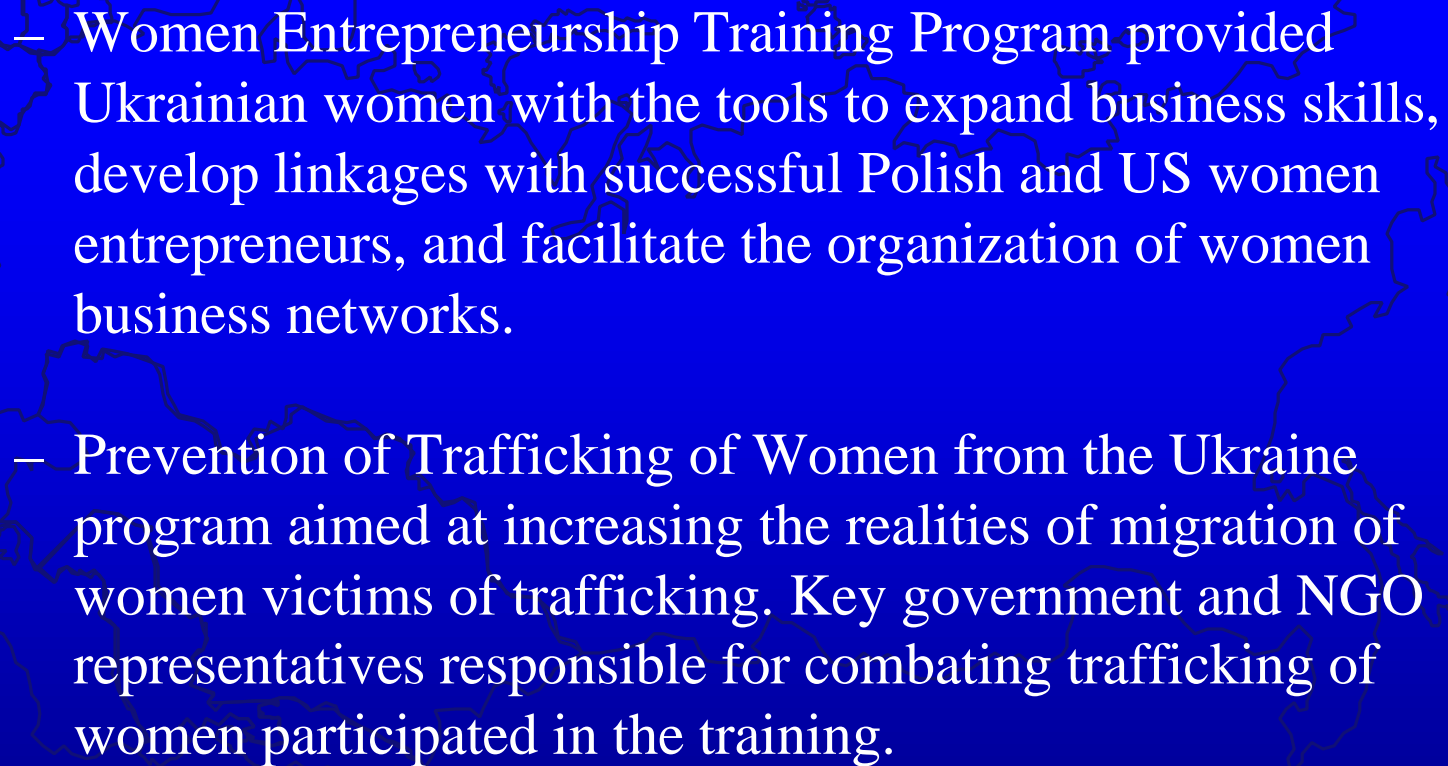
★ The Poland-Ukraine-US Commission strengthens linkages, stimulates investments, and develops networks among the three countries. These programs took place in Poland and in the US and allowed the participants to examine different models and practices.

- Training Program in Strategic Budgeting and Planning enabled municipal managers from throughout Ukraine to examine local governance mechanisms in the US and in Poland.

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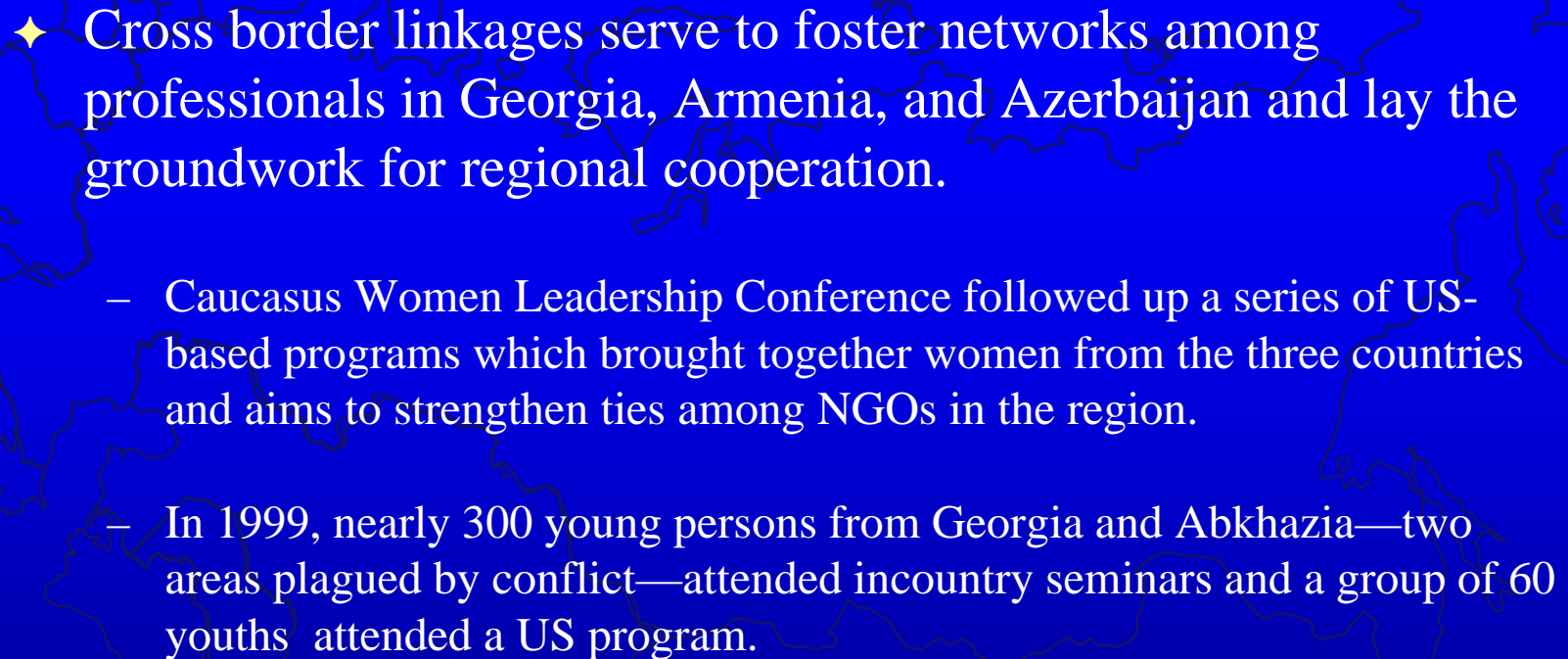
# Cross-Border Linkages

## West NIS (Cont'd)

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- Women Entrepreneurship Training Program provided Ukrainian women with the tools to expand business skills, develop linkages with successful Polish and US women entrepreneurs, and facilitate the organization of women business networks.
  - Prevention of Trafficking of Women from the Ukraine program aimed at increasing the realities of migration of women victims of trafficking. Key government and NGO representatives responsible for combating trafficking of women participated in the training.

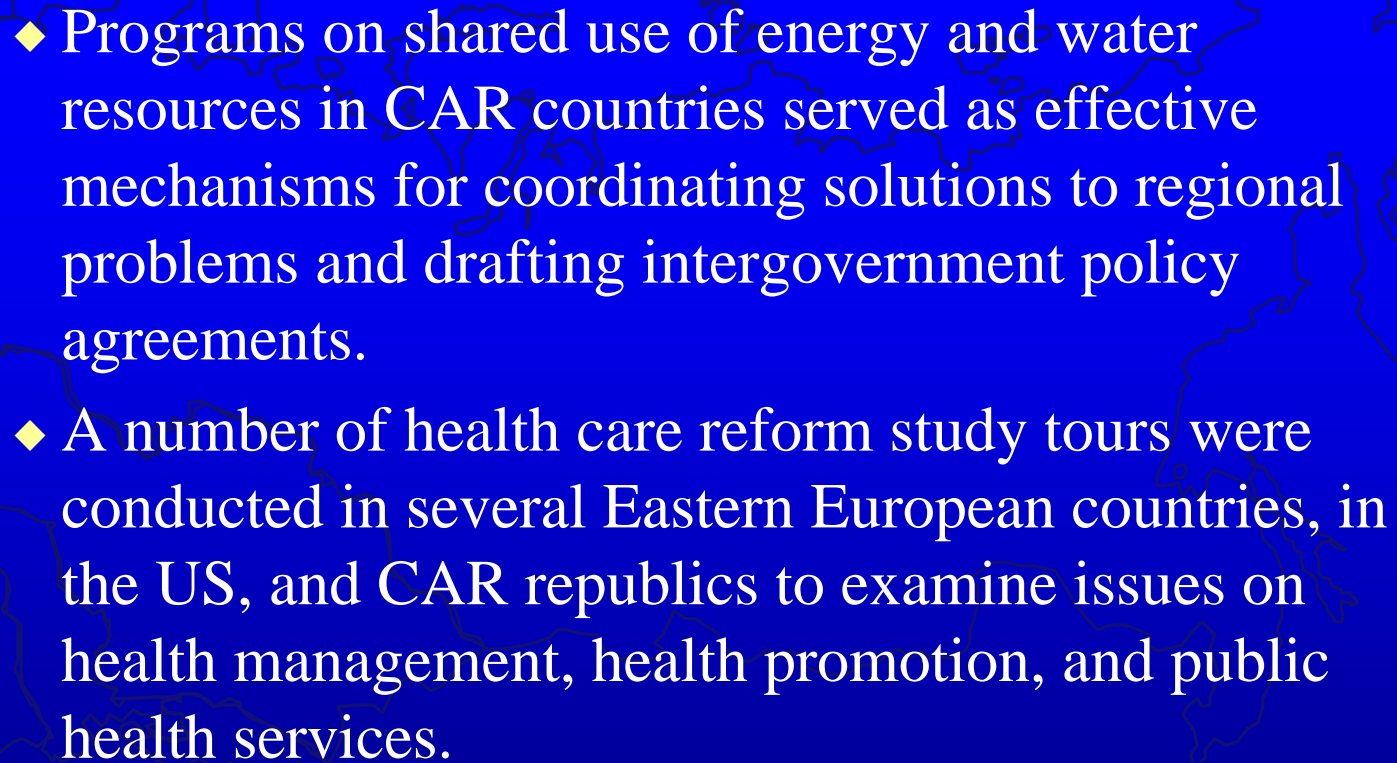
# Cross-Border Linkages

## NIS - Caucasus

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- ★ Cross border linkages serve to foster networks among professionals in Georgia, Armenia, and Azerbaijan and lay the groundwork for regional cooperation.
    - Caucasus Women Leadership Conference followed up a series of US-based programs which brought together women from the three countries and aims to strengthen ties among NGOs in the region.
    - In 1999, nearly 300 young persons from Georgia and Abkhazia—two areas plagued by conflict—attended in-country seminars and a group of 60 youths attended a US program.

# Cross-Border Linkages

## NIS - Central-Asian Republics

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- ◆ Programs on shared use of energy and water resources in CAR countries served as effective mechanisms for coordinating solutions to regional problems and drafting intergovernment policy agreements.
  - ◆ A number of health care reform study tours were conducted in several Eastern European countries, in the US, and CAR republics to examine issues on health management, health promotion, and public health services.

# Major Geographic and Substantive Focus Areas - NIS



## ★ West NIS

- Effort to target communities outside major cities
- Emphasis on programs that address social issues
- Emphasis on US-based training to provide exposure to Western models

## ★ Central Asian Republics

- Seamless integration of training and technical assistance
- Effort to seek solutions to regional issues
- Emphasis on fiscal reform
- Emphasis on NGO development

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# Major Geographic and Substantive Focus Areas - NIS (Cont'd)



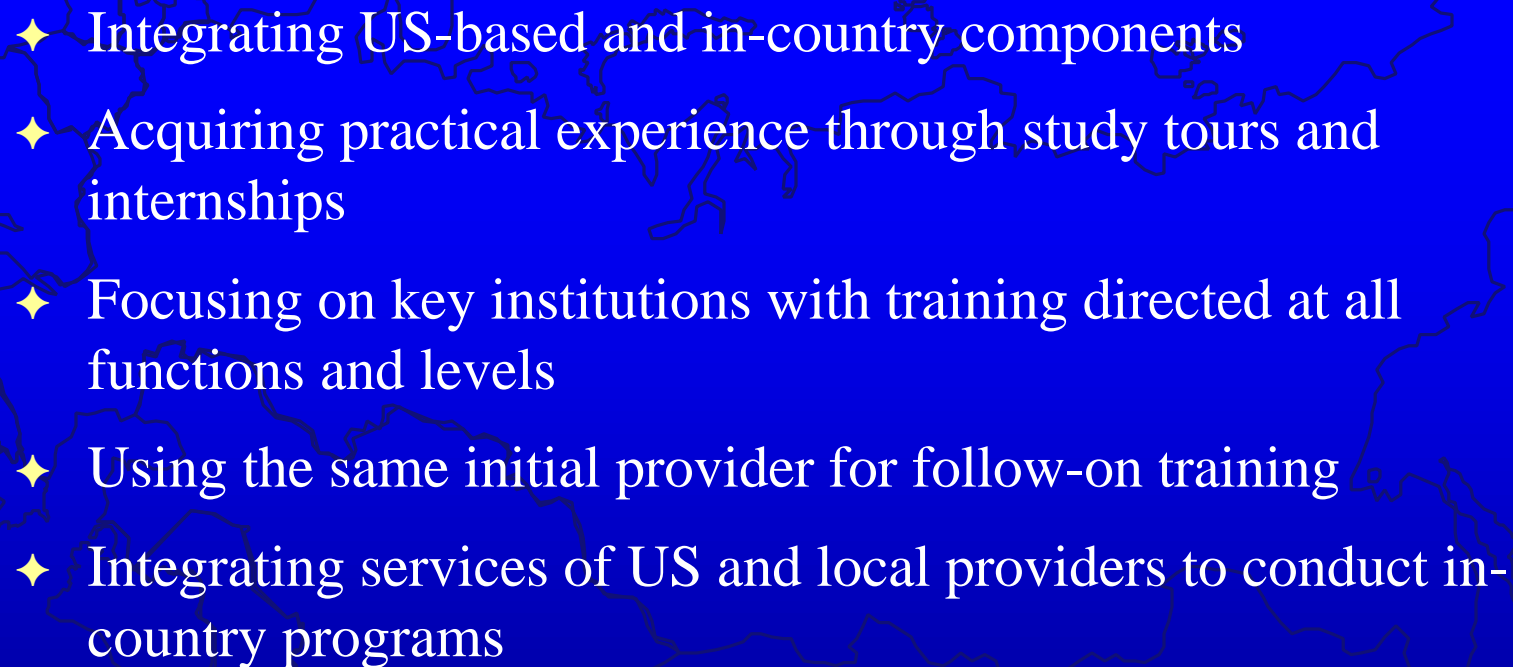
## ★ Caucasus

- Needs of internally displaced persons
- Regional cooperation
- Development of professional associations
- Institutional capacity for SME development

## ★ Russia

- Increasing effort to recruit participants from areas not served by previous development efforts.

# Successful Training Approaches and Best Practices - NIS

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- ♦ Integrating US-based and in-country components
  - ♦ Acquiring practical experience through study tours and internships
  - ♦ Focusing on key institutions with training directed at all functions and levels
  - ♦ Using the same initial provider for follow-on training
  - ♦ Integrating services of US and local providers to conduct in-country programs

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# Successful Training Approaches and Best Practices - NIS (Cont'd)

- ✦ Conducting in-country repeat or series programs over time to reach a wide audience
- ✦ Combining stakeholders from the public and private sectors working on similar issues
- ✦ Using a combination of training venues
- ✦ Integrating CEE and US-based venues for comparative value and to foster linkages
- ✦ Using technical assistance contractors to design and deliver training

# Development of In-country Training Capacity through Training - NIS

- ★ In Ukraine, faculty from the Odessa Institute of Hydrometeorology participated in a training program designed to improve the Institute's technical, scientific, and business capability; in collaboration with the US Environmental Protection Agency (EPA), Institute professors developed courses on environmental management.
- ★ In Russia, cooperation between the George Washington University and the Banking Management Training Center resulted in a program targeted to bankers that adapts Western concepts of business administration to Russia's banking system and fiscal policies.